

KIAQ(FM), KKEZ(FM), KTLB(FM), KVFD(AM), KWMT(AM), KXFT(FM), KZLB(FM)
EEO PUBLIC FILE REPORT
October 1, 2019-September 30, 2020

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	2-7	7
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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	All Access Music Group 28955 Pacific Coast Highway Malibu, California 90265 Phone : 515-955-5656 Url : http://allaccess.com Darren Helton	N	7
2	On Air Announcements (<i>one or more SEU stations</i>)	N	0
3	SEU Social Media Outreach	N	0
4	Iowa Workforce Development 3 Triton Circle Fort Dodge, Iowa 50501 Phone : (515) 576-3131 Url: http://www.iowaworkforce.org/ Email: Catherine.Nelson-Schoon@iwd.iowa.gov Fax: 1-515-955-1420 Cathy Nelson-Schoon	N	0
5	Alpha Media Careers Website www.alphamediausa.com/careers/	N	1
6	www.indeed.com	N	6
7	Word-of-Mouth Referral	N	3
TOTAL INTERVIEWEES OVER REPORTING PERIOD			17

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training addressing equal employment opportunity and preventing discrimination.	On October 9, 2019, our SEU’s Market Manager and Director of Sales took part in a training webinar entitled, “The FCC’s Equal Employment Opportunity Rules: The Nuts and Bolts for Alpha Media," presented by Alpha Media’s communications counsel, Wiley Rein, LLP.
2	Host events or programs sponsored by or on behalf of a community organization relating to careers in broadcasting	On January 6, 2020, our SEU’s Market Manager and Operations Manager led a tour of the broadcast facility and met with members of Life Works Community Services to discuss job opportunities within the broadcast industry. Life Works is a local organization offering vocational, residential and community support services to individuals with mental, physical or development disabilities.
3	Participate in events or programs sponsored by or on behalf of an educational institution relating to careers in broadcasting	During the reporting period, our SEU’s Market Manager and Operations Manager served as members of the Broadcasting Advisory Board at Iowa Central Community College. The Board meets twice per year, once during the Fall semester and again during the Spring semester, to design the broadcasting curriculum to ensure students learn the skills needed to succeed in the broadcasting industry.
4	Participate in events or programs sponsored by or on behalf of a community organization relating to careers in broadcasting	On August 17, 2020, our SEU’s Market Manager participated in a discussion about the broadcast industry by the Fort Dodge Lunch Kiwanis Club, addressing questions about radio broadcasting, advertising, and the career landscape.